

W O R D S & V i z i o n

UCFV Faculty & Staff Association Newsletter
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FROM THE EDITOR

Goodbye already Mr. Chips —
or, We Won't Be Fooled Again

*Warning: May contain ugly
truths/half-truths: readers should
proceed with caution.*

Buddy, Can You Spare a \$100?

Did you catch the chuckle-of-the-day in the Feb 24th *Vancouver Sun*? Seems an Accountancy instructor from some California college used to kid his classes that should they ever wish to

acknowledge his contribution to their education, they could simply buy him a Porsche. So he gets a call the other day, and a former student asks "what colour?" Instructor plays along: it *must* be burgundy. Next morning he finds a brand new you-know-what in his driveway, in the stipulated shade, gift of a grateful pupil recently turned Internet millionaire.

A pretty dream? In my classes, I suggest that, a couple years post-grad, a Eureka-like revelation will occur — and when students realize that their Communications class was the most important course of all, they should feel free to stuff an envelope with hundreds and put my name on it (token of appreciation kinda thing). Just a jest, but I think it's worthwhile to bear in mind Freud's old maxim about having to charge lots for psychoanalysis, so that people can give due importance to the process. Not that our institution should be viewed as one vast therapy session; rather, that crude indicators of value are sometimes necessary.

These thought\$ come on top of the recently-concluded support Staff strike in ten BC colleges, and with our own contract talks looming. Why, I wonder, is so much lip-service paid to the value of Education — "our children are the future," "what's needed is more Education," blah blah — while so little actual dollar value attaches to its gentle practitioners? Check any current listing of professions by salary, and you'll find us Educators (I use the

term to broadly include all of us here at UCFV) on the bottom rung. Simple query: why are we so poorly paid?

The Schmuck Stops Here

No doubt the new-world pioneer mentality has something to do with it, a legacy of anti-intellectualism that emphasizes utility and materialism over refinements found in 'the realm of ideas'. In non-frontier parts of the world, Europe and Japan, for example, Educators may not make much money, but they do tend to have significant and influential status in every community.

Part of the problem may be our own doing, or rather not-doing. Perhaps we are simply too passive in times of trouble. Why, for instance, are we always waiting for tomorrow, for the *right* gov't to come along and save us, like a forlorn Cinderella pinning for a duly elected Prince Charming? Sure I've heard the whispers: Perhaps our new Premier, of immigrant

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background himself, will have a typical newcomer's olde-worlde esteem for Education. Maybe he will be the *one*, understanding, supportive, our total dream date. But don't count on it; we've been toyed with before. Beside, relying on the kindness of strangers, even NDP ones, is surely not the point.

Remember idealistic Mr. Chips? I tend to think of Educators as 'high-minded'; fine quality, but the term can stretch along a semantic continuum to 'unrealistic', 'naïve', even 'gullible'. 0/0/2 is a brisk reminder. When I first heard that formula, I thought: they're joking! "There's no money for the public sector," the old gov't intoned, and we believed, or our near-silence was assent. Yet there's always money, for fast ferries, retired bureaucrats, etc.; where it goes, however, often depends on who has a high profile or from whence the heaviest pressure comes.

In general, we Educators seem peculiarly diffident when it comes to talking money. Maybe a liberal guilt hangover from the 60s is to blame, layered on top of our natural delicacy. Often I've heard colleagues rationalize low pay along the lines of: "Well, at least we're doing what we really like, not like those poor garbage collectors and Safeway clerks." But this is faulty logic, attributing a sensibility that may not apply: i.e., because some might find such labour tedious, everyone must. Speaking anecdotally as a former trucker, I can testify that many of us were pretty satisfied with the *status quo* at work. We wouldn't have said no to more cash, of course, but then, who would?

What really causes our reticence and undermines us Educators, I think, is our low self-esteem as professionals. Surely Education is *the* most important enterprise. So why do we exhibit a growing lack of confidence in what we are doing? One answer may lie in the burgeoning uncertainty of, well, Everything. The booming

Information Age, Multi-culturalism, plus Globalization, are causing all our paradigms to wobble. A week ago, a colleague commented, "It's all different in Economics now — all the theories — in the last few years." In this momentous year 2000, who knows *what* the canon is, in any discipline. Ah, for those golden days when all was writ in stone, or at least books. This unsettling on-going mutability may be our greatest challenge: how to comprehend it and make it comprehensible to our students? To succeed we will need resources — time to learn new things, upgrade technology skills, etc. In other words, more money.

Bottom Line

Thundering irony #27: while we urgently need more dollars — at-work and take-home — we are widely perceived by the public as fat cats, living the life of Riley in deluxe Ivory towers and [insert favourite cliché here]. This misconception derives from factors like in-class hours per week, tenure, PD, Ed Leave, etc. We work hard, yet to the world at large we are overpaid boondogglers — which puts us in a negative bargaining position, to say the least.

Could we learn something from other public sector employees? BC's secondary system ran a successful ad campaign in the 80s; is that why some high-school teachers are now making more than those of us at the top of our scale? The doctors did it, too, in a much publicized crusade. Mixed results — empathy with those billing \$500,000 per annum is a bit of a stretch — but they did get a settlement. I even noticed in the paper the other day that the once-sacrosanct Canadian judiciary is mounting a PR campaign to rectify its damaged reputation.

So why isn't CIEA putting some of *our* hard-earned bucks toward a sexy public relations blitz at this crucial point, as we prepare to enter negotiations? I'd certainly be glad to highlight the relationship between hours in class and prep time again, to

explain the connection between class size and how well students learn, to demonstrate why PD is more necessary than ever — and that we in Education are actually doing heroic work under difficult circumstances. Done right, PR can be a highly effective tool. How can we afford to ignore it when we so obviously need a make-over, a new 'human' face to attract the public's interest, empathy, and support? (see the President's letter to CIEA, below)

Don't get me wrong: this isn't — at least, not solely — about money. Really, it's about respect. Freud was right (and Mr. Chips a charming anachronism at best). Money is one of the chief measures of worth in our society. The young, understandably, are particularly impressed by earning power, while subtler qualities, however admirable, often go unnoted. Once we Educators get some real (including financial) recognition, I'm convinced that *everyone* will benefit; students especially, because the enterprise will be validated on an on-going basis.



Other Lines?

In the meanwhile, to strengthen morale and bolster pocketbooks, how about a special promotion — like an all-Education version of Who Wants to Marry a *Multi-Millionaire*? Along with twenty two million other viewers, I was entranced to see Fox realize the true potential of TV. And I can picture our spinoff so clearly. We'll simply enrol the entire FSA, avoiding time-consuming cavils about gender or preferences — hey, who are we to be fussy?

We're just talking price, right?

Personality questions always come first; practice on the following fun scenarios:

1. It's Saturday and you've got 500 papers to mark by Monday; but your *multi-millionaire* spouse wants to whisk you away in her/his jet to a celebrity beach party in Maui. Geri Halliwell is waiting! Do you:

a) Hire a bitter impoverished sessional to do the actual marking, then fly off to the sun.

b) Get *multi-millionaire* spouse to pitch in, checking multiple choices, working the calculator, making sandwiches, etc., so she/he can have the experience of seeing the important, meaningful work real people do — for so little real money.

c) Just fly off and not worry — 'cause now you really don't need the job anyway.

2. You're scheduled for picket line duty, cause the gov't offered 0/0/2 again — so, for sure, we went on strike. It's cold and raining, and you're feeling fluey. Warm and cozy at home, though. Do you:

a) Hire a bitter impoverished sessional (maybe the same one — he/she needs the money) to impersonate you on the line (but not if he/she is going to start whinging about being demeaned/exploited — hey, there's plenty more where she/he came from).

b) Get your *multi-millionaire* spouse to make up *more* sandwiches and go in with you so he/she can have the valuable experience of seeing how the other 99% lives and become a better person for it.

c) Snuggle under the silk duvet, crack a medicinal bottle of bubbly, and not give it another thought — 'cause now you....

Remember: there are no wrong answers — just answers that will earn you crushing and absolute rejection by a *multi-millionaire*. So aim to please!

I could go on — that's the scary part. Swimsuit competitions, marking marathons, maybe even teaching a sample lesson while dimpling coyly. While wearing the white wedding gown of your dreams. While the unseen, mysterious *multi-millionaire* watches you from his/her darkened booth. Are you getting excited? I am.

Back to Reality

In this issue, we explore the usual university-college preoccupations: sex and money (as above), naked power, midnight in Moscow, and tropes to die for (as below). So read on — and keep thinking happy Springtime thoughts (they produce endorphins).

—Ryszard Dubanski



LETTERS TO EDITOR

Here's a copy of a letter sent by FSA President to CIEA Executive and Presidents' Council, March 6/00

re Bargaining 2001

As you are aware, I have spoken against the form which the 2001 common table is taking. Although I certainly understand why many locals, especially the smaller ones, need to have all their issues bargained centrally, we do not believe this is the right model for

Fraser Valley. For the most part our relations with Management are good, and we feel we did better at the local table than at the common table in 1998.

This is not a criticism of the people who bargained for us at the common table; on the contrary, I believe they did a very competent job under extremely difficult circumstances. Rather, it is a comment on what we took to the table. I feel that the process got bogged down with the smaller issues, and that we might have done better if we had concentrated solely on the bigger ones, such as wages.

Having said that, I realize that smaller issues are often used as bargaining chips, or trade-offs, but because many of the smaller issues going to the central table this time are not common to all locals, this tactic may not be the best one.

I still believe that all of CIEA's member locals would be better served if we agreed to take a *single* issue — wages — to the common table, and if, in support of this, CIEA embarked on a full-scale media campaign. I doubt we will get a decent wage increase this next round without public support, and the public perception of post-secondary Faculty is that they are highly paid, under-worked, and get four months vacation a year.

The public needs to know that college and UC instructors do not make the wages university professors make, although they need the same level of education. The public needs to know that senior K to 12 teachers in some BC school districts make more than top of scale UC and college Faculty even though teachers do *not* need the same level of education. The public needs to know that many journeymen make more than top of scale Faculty, and that because it takes so long to get a Masters or Ph.D., many of our instructors don't even become wage earners until they are in their

thirties. Tradespeople can enter the workforce as apprentices ten years younger and make a wage as they apprentice.

The public also needs to know that close to half the UC and college instructors working in the system today are either part-time or sessional instructors now, or started out as sessionals or part time instructors. They need to know that many sessionals only get one or two sections a year, which earns them less than \$10,000, and that these people have to supplement their incomes with other work or try to cobble a living together by working at two or three institutions at a time.

The public needs to know that even when an instructor gets an on-going full-time contract with an institution, they start at the bottom, or near the bottom, of a pay scale that takes 14 years to reach the top of. The public needs to know that most UC and college instructors in the system today did not get to the top of the pay scale until they were in their mid-forties. And, last of all, the public needs to know that UC and college instructors do not get four months vacation a year.

Even if we stick with the decision to take all issues of the participating locals to the common table, I believe that a public relations campaign like this will be essential if we are to be successful in this next round of bargaining.

Please let me know how you feel about this, or if in fact you have already been working on a campaign of this kind.

Thanks.

-Bev Lowen

cc: *Words & Vision*

PRESIDENT'S REPORT

I'm not exactly sure when this issue of *W & V* — the last of this academic year — will be distributed, probably close to March 20th, the first day of spring. SPRING! I can't believe it's already here! Frightening how fast this year has flown. I guess I must have been having fun? The AGM — only six weeks away — will be held May 3rd in the Chilliwack Campus Theatre at 2:00 p.m. As is our custom, the meeting will be immediately followed by an informal dinner/social. Please endeavor to attend.

April 1st Salary Increase

At this time I do not know the results of the second vote on the application of the 2.1 for Staff (the outcome will be known by the time this issue is distributed though). We didn't anticipate having to hold a second ballot, but when we saw the results of the first one, we felt we had no choice. To make the process as clean as possible we need a clear majority.

The information package, announcing the vote and reminding Faculty about the application of their increase, raised many questions. A few people were annoyed because we didn't explain the application to the part-time and sessional scales very well. They were right, we didn't, but it is *so* complicated. For this report I made several attempts at an explanation, but each one got long and convoluted. Therefore, if anyone wants a verbal explanation of their salary scale increase, they are very welcome to call either me (local 4449), or Heidi Tvete (local 4341); actually, Heidi is your best bet, as she understands it better than I do.

We also heard from Faculty who said that if they had realized their increase was going to be applied as it was, they would not have voted to accept the contract. These people are the ones who are in the middle steps of the scale, and I sympathize with them because they didn't get much.

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In the union's defense, though, during the 1998 bargaining process we distributed many CIEA bulletins and newsletters reporting on the progress of the Central Table negotiations. The way in which the increase was going to be applied, and the rationale for that application, was reported on several times. As well, a table of the new Faculty scale was included in the final package the members voted on.

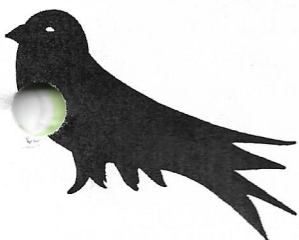
Bargaining 2001

On February 4th-5th I attended the CIEA Technical and Policy Development conference. Its intent was to firm up plans for a 2001 provincial/central table. CIEA had put a lot of time and effort into organizing this conference, but the whole thing fell apart within the first hour and a half.

CIEA locals cannot agree on either the form or objectives of a central table. Prior to the conference, Presidents' Council (all the local presidents) and BCRC (contract chairs of each local) had recommended the formation of a central table with no local bargaining for those locals who choose to participate. All issues would be discussed centrally with side tables for specific local issues. There is a lot of controversy over this model, and apparently it is subject to change, but because we cannot agree, nothing has been decided as yet.

We spent the Friday night comparing the issues that the different locals want to take to the table. The FSA does have issues in common with other locals — wages and workload being the top two for everyone — but priorities for many of the others are not issues for us (at least not according to the recent FSA bargaining issues survey we did).

The top common issues established at the conference are:



- ◆ wages
- ◆ workload and class size (this includes overload issues — as in being paid Faculty rates rather than sessional rates for teaching an overload)
- ◆ improvement to Ed Leaves (we are the only local to specifically identify an 'increase in funds and release for research' as an issue)
- ◆ elimination of the number of steps on the Faculty salary grid (some locals want to remove Step 4)
- ◆ job security
- ◆ increase in amount of release for administrative duty time (I believe this should tie in with workload, but it is a separate issue for some locals)
- ◆ early retirement incentives
- ◆ maternity leave top-up
- ◆ improved 'selection in hiring' language
- ◆ regularization of the person
- ◆ improvements to health and welfare plans including LTD
- ◆ vacation improvements for non-teaching Faculty
- ◆ access to Health & Welfare for part-time employees
- ◆ evaluation on teaching Faculty including chairs (something we are working on right now)
- ◆ improvement to placement on scale language and removing bars (to start new people higher up the pay scale in areas like Business and CIS in order to compete with the private sector. Removing bars refers to employees like Lab Instructors who at present do not go past Step 7)

- ◆ job description and classification for Faculty
- ◆ COLA clause (cost of living allowance for living in expensive areas like Vancouver)
- ◆ office space
- ◆ travel allowance formula
- ◆ harassment language.

Presidents' Council met on Saturday afternoon of the conference. A motion was passed — with a lot of discussion — stating that all issues common to two or more locals will be negotiated at a central table. Therefore, if a central table goes ahead as presently planned, all the issues listed above plus any others common to two or more locals will go to that table. Of the 20 locals participating at the conference six presidents voted against this motion. I was one of them. I believe the only way for Faculty to get a wage increase that actually makes a difference in their lives, is for the central table to concentrate on that one issue, and maybe the workload issue as well, leaving all the other stuff for the individual locals to bargain at home — not at central side tables. It was my observation at the 1998 central table that all the smaller issues just bogged the process down (see my letter to CIEA above).

Many of the smaller locals didn't get anywhere with their local bargaining in '98 and feel that if all their issues don't go to a central table they will not be addressed at all. You can't blame them for feeling that way and if we were a small local, or one with bad labour relations, it might be the best strategy for us, too. But, compared to most of the others, we did alright at the local table in '98.

At the conference, CIEA set out their agenda leading up to the commencement of bargaining in January 2001. Again this was very controversial. It seems that CIEA just assumed we were united in our vision of central bargaining, but clearly we are not. According to the

agenda it is not until next October that we are to ask our members whether or not they want to participate at the 'Central Table'. However, Okanagan has already decided they will not participate, and there is no question for many of the smaller locals; they will be there for sure. Some of the locals who already know they will participate took exception — and rightly so — to the fact that everyone at the conference had input into a process, and was making decisions on a bargaining strategy, that in the end they may not participate in.

I don't think we should be deciding the fate of others if we are not committed to the process, but we don't know yet. We cannot ask our members to vote on whether or not they want to be part of provincial bargaining until we know exactly what form the table takes, and what issues will be negotiated there. It is a real Catch 22.

On March 10 and 11, I attended Presidents' Council (PC). The agenda was so full we didn't get to the Central table issue until very late on the Saturday afternoon. It was suggested at that time that PC consider other options, beside just going it alone, for the six locals that are unhappy with the way the Central table is shaping up. This generated a short but heated debate that was left unresolved. Maureen Shaw, CIEA President, agreed, however, to call an extraordinary PC, sometime before the CIEA Annual General Meeting in May, to address our concerns.

I believe in solidarity and I believe there is strength in numbers. I believe in the concept of central bargaining for the college and UC sector in British Columbia. And I believe that we must be united in our attempt to secure a decent wage increase. Unfortunately, though, while the CIEA locals are united in the desire for an increase, they are clearly divided in their vision of

how to achieve it. I cannot see our members agreeing to participate at the 'Central Table', given its present structure and uncertainty. I sincerely hope the situation changes between now and CIEA's AGM.

Executive Releases

The FSA is finding it harder all the time to interest members in volunteering for Executive positions. This is due partially to the ever-increasing workloads of UCFV positions — people just don't have the time to take on extra responsibilities — and partly to the dramatic increase in the duties and responsibilities of the Executive positions.

Not only does the FSA have more people to represent than ever before, but with the growth and changes UCFV has experienced we find ourselves representing many different interest groups. The FSA is unique in the province in that we represent all but UCFV's excluded employees. All other colleges and university-colleges in BC have two or three unions representing their employees. When there is conflict between members of the different bargaining groups at other institutions, Management is expected to resolve the situation. The FSA, on the other hand, handles almost all of its internal problems. We estimate that only about one in ten of the situations that we deal with ever get to Management. We are also often called upon to provide help and information to employees that in other institutions would be supplied by the Employee Relations Department. This is by no means implying that UCFV's Employee Relations Department is not doing its job; on the contrary, I believe they offer very good service, but are understaffed. Compared to many other college and UCs in BC, our Employee Relations Department has the lowest Staff to employee ratio: for every ER employee there are 90 UCFV employees. At Kwantlen the ratio is 1/50; at VCC it is 1/74.

It is not just because members are too busy with their jobs that they don't volunteer for Executive positions. Often times people are dissuaded from participating in committees by co-workers and supervisors, especially in busy departments, because it means others will have to pick up the slack. Also, many jobs, particularly on the Staff side, have become so specialized they are not shareable. Therefore, if a member in one of these positions is interested in volunteering for the FSA or another committee, it is often the case that no one else is qualified to take over the duties of the member's position. Committee participation is out of the question for these people because it puts them too far behind in their work.

The bulk of FSA work is done by the Executive members with releases and typically these individuals put in far more time than their releases cover. This additional time is all done on a volunteer basis. A few Executive members with no release put in a tremendous amount of volunteer time as well. Unfortunately, even with these people giving 150% there are still many important issues and individual problems we don't have the time or resources to attend to. This year the Executive has had three resignations: the JPDC Chair, Non-Regular Rep, and Contract Chair. The members who held these positions went into them with the best of intentions, but found the extra work and responsibility hard to cope with as they already had demanding jobs and busy lives. We can't expect our members to do two full-time jobs, or even a job-and-a-half.

Even though we pay a large portion of our dues to CIEA (40%), and believe CIEA offers us good service for our money, traditionally we have not used all of the services that they provide. Because our CIEA affiliation has always been contentious within the membership and unpopular with Management, the Executive has been reluctant to bring CIEA in on any but the most serious situations. Other locals use

CIEA's services extensively, especially for negotiations and workshops (steward training and labour relations), and of course for arbitrations. If the FSA called on CIEA more often it would cut down on our workload, but the Release Committee does not feel this is the best solution to the problem, given our culture and history.

We believe that the way in which the FSA has conducted its business over the years has contributed greatly to the good relations we have at UCFV. This is evidenced by the fact that since the FSA's inception in the late 1970's, there has only been one arbitration. Because of our somewhat unique history of good labour relations, which is largely due to the Management/FSA commitment to consultative problem solving, we asked Dean Karen Evens to participate in the Release committee (a sub-committee of the FSA Executive).

The committee was charged with finding a solution, or solutions, to our increasing workload problem. Karen's input into the many challenges that are faced by the FSA has been constructive, supportive, and greatly appreciated.

The committee has determined that for the FSA to effectively handle our present burgeoning workload we must offer more releases, but we cannot afford to do that. After our CIEA dues, releases are our second largest budget item. We do not want to ask the members to pay more in dues to cover the cost of releases — especially just after the large increase in LTD payments — and there are no expenditures that we can cut back on.

Therefore, we requested that UCFV cover the cost of a full-time release for the FSA. This would mean a 3/4 increase as UCFV already covers a 1/4 release, as per the present Collective Agreement.

Our request, made March 7th, was favorably received by Management, and will be on the agenda for consideration at the next SAG meeting. Karen and Barry both made a point of telling us that Management recognizes the effort that the FSA puts forth in trying to maintain positive labour relations.

The Release committee is exploring other ways of making it easier for our members to assume Executive positions as well. We are planning to make a recommendation to the membership at the AGM in May.

UCFV Budget

As most employees are probably already aware, the story on the UCFV operating budget for 2000/2001 is either bad news or really bad news, depending on the size of the grant the UC receives from the province. In his March 2nd Budget Update Skip reported that the UC "...has begun identifying ways of reducing costs and increasing revenues..." to make up for the shortfall. One suggestion that Management has come up with that could save about \$20,000 is a change to our dental plan with regards to adult children living at home. Right now the contract the FSA has with Maritime Life states that adult children living at home, whether attending post-secondary or not, are covered on their parents dental plan to age 25. The UC is proposing that we change the coverage so that only adult children living at home who are attending post-secondary are covered to 25. For all other children the coverage would end at 19. This will be on the AGM agenda as a decision item.

Skip also said "Maintaining current Faculty and Staff positions will be a very high priority." I know Skip is sincere and appreciate his comment, but there is no doubt lay-offs and bumping will occur unless by some miracle

the government comes through with what it actually costs to run this place. I don't want to be a pessimist, but I think we need to prepare for a rough ride this next year.

Contracting Out

It was brought to our attention that a few Faculty are having their course packs printed off campus and then asking the book store to sell them. Faculty are doing this because the price of printing on campus has gone up again and departments are trying to save money by having their stuff produced off campus at cheaper rates. Although we sympathize with departments and their ever-decreasing operating budgets, they forget that what they are doing is contracting out — a direct violation of the Collective Agreement — which of course takes work away from our bargaining unit members. Also, the UC is losing money, which is the last thing it needs right now. Before grieving this practice we decided to ask Norah if she was aware it was happening. We did and she was, and is already in the process of addressing the problem with Senior Management. We are now waiting to hear if the situation has been rectified.

Faculty Education Leaves

A record number of Faculty applied for Ed leave this year, and because there is only enough money to fund a few leaves, there were many disappointed people. There were a lot of complaints about the way in which the leaves are being awarded as well. While it is true that eligibility for Ed leave comes down to seniority if there are more applicants than available funds, Article 24.4(b) states that the length an employee has been waiting for Ed leave must be considered first. In other words, once all the other criteria is met, a junior Faculty member who has never taken Ed leave, will take precedence over a senior member who has had Ed leave in the past. Next year all leaves will be awarded using this formula.

Updates & Announcements

Semi-monthly Pay Periods for Everyone: Starting April 1st our pay-roll department will be doing in-house pay-roll (thanks to Banner). To reduce processing costs the UC asked that Faculty and part-time employees be put on the same semi-monthly pay period as Staff. Because this is a contractual issue it had to go to the Agreements Committee, and Agreements agreed. So now, all UCFV employees will be paid on the 15th and 31st.

Increase in Number of Excluded Positions: A few months ago the UC asked that the FSA consider the exclusion of several bargaining unit positions. After some negotiation we agreed to only two: the Director of CATs and the Assistant Director of Facilities. However, if the employees presently in the positions prefer to stay in the bargaining unit, the positions will not convert until such time as they vacated.

CanLearn Project: The FSA and UCFV now have a Letter of Agreement on the CanLearn Project (see NOTICES below). To date UCFV and Industry Canada are still negotiating the CanLearn contract. When it is finally signed the FSA will get a copy.



-Bev Lowen

STAFF GRIEVANCE REPORT

On-Call Janitors Issue

A few months ago it was brought to my attention that call janitors, after having reached 140 hours, did not move on to the

regular scale. Instead they remained at their auxiliary pay rate as long as they were on-call. There are some janitors who have been on-call for over three years and were therefore making the same rate as someone who had just started.

As well, this practice was only applied to on-call janitorial Staff as all other auxiliary employees did move up the scale once they reached 140 hours. The janitors and the FSA did not feel this practice was fair as it excluded and isolated the janitors. It seemed as though the Collective Agreement was not including the janitors.

As a result, the janitorial shop stewards and the janitors took the initiative to look into this issue. Although history supports the college's decision for keeping on-call janitors on the same scale, people nonetheless felt it was unfair. As a result the college agreed and decided that any on-call janitors reaching 140 hours would be moved on to the regular scale and would receive retro dated back to January 1, 2000.

Shop Stewards

Just a reminder that there are active shop stewards available to provide you with information, advice, and guidance. Stewards are there to maintain open communication between all parties and to address issues that may be brought to their attention. Many of the available shop stewards have taken an active role in addressing and bringing to the forefront issues that have been left aside. Many of the issues that the shop stewards have been addressing affect groups of people within a department and the result has been very beneficial to these people.

The role that the shop stewards play within our institution is very important because it allows people who have felt that they have not had a voice before to have their concerns or issues addressed. The

FSA applauds the effort and initiative shop stewards have shown, and their dedication to maintaining an active shop steward system.

Maternity Leave

Recently I have been asked a lot of questions regarding being able to use sick benefits while being on maternity leave. Without wage top-ups, women contemplating maternity leave will likely experience substantially reduced income during their leave. To minimize the loss of wages a number of options should be considered. Women who are contemplating maternity leave have the right to use sick leave prior to taking maternity leave and receiving Employment Insurance benefits. How you determine these choices and the length of leave that you request may depend on a number of factors, including how much sick leave you have, your wage rate, and your health.

However, how long a person requires sick leave will depend on the individual circumstances of the woman and baby, and the type of employment. For a normal pregnancy, the length of sick leave could vary to include any amount before birth and from six to twelve weeks after delivery; a longer period may be available if there are complications or other reasons to extend the sick leave.

It would be a lot simpler for women, and the employer would save money, if a top-up to EI maternity leave was negotiated. These top-ups are a common provision in most other public sector contracts. Employers may more readily agree to top-up provisions when women exercise their rights to use sick leave for pregnancy and birth of their children.

If you have any questions regarding maternity leave, or would like to request a Contemplating Maternity Leave package, please call me at local 4341.

-Heidi Tvete



HUMAN RIGHTS REPORT

Once again I attended the gathering of the CIEA Human Rights Chairs February 18-19. Friday evening opened with the usual round table reports from the locals. I gathered that an increase in violent or threatening student behaviors overshadows many other concerns. Institutions which had no policy or procedures covering these incidents are busily drafting documents. The rep from VCC strongly recommended that institutions include a debriefing procedure for dealing with the aftermath of such incidents.

He also suggested a workshop offered by SAFER, a suicide prevention agency, to train instructors and Staff on the management of post traumatic events. Many reps commented on their experiences in classrooms and how much time it took to recover their sense of safety. They also said that the lack of in-class telephones and/or security persons in close proximity was a big concern.

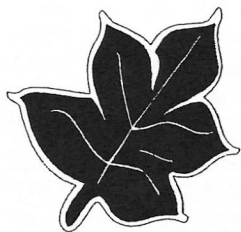
Now that institutions are preparing to resume bargaining, members are looking at issues that are still unresolved. Workload, everyone agreed, continues to be a contentious one. An element that concerns the committee is how the need to accommodate students with disabilities is increasing the workload.

The centerpiece of the Saturday meeting was a workshop presented by Bill Bruneau, a historian from UBC. He planned to give an extremely brief overview of Academic Freedom in Canada, USA, and the UK, to be followed

by small group discussions. We were to examine our institutional issues in light of the examples he provided. Well, we never got there; but he did give a marvelous introduction of types of academic freedom, the relationship to tenure, and the shifting definitions. These are some of the things he said might be considered threats to academic freedom: underfunding institutions, key performance indicators, efficiency, corporate funding. He told the story of Nortel, back in Ontario, telling the provincial government what an institutional program's content should be that would be supplying their company with employees. Fortunately, the plan was exposed and the government had to say 'no' to the dictates of Nortel.

Assaults on academic freedom are varied and not always obvious. Constant vigilance is necessary. Furthermore, Bruneau suggested, we should not hesitate to take a grievance grounded in academic freedom all the way to arbitration. Arbitration removes the decision from influence by institutional politics. Finally, he suggested that secrecy was a major threat to academic freedom and should be challenged. He included a bibliography that I would be happy to share.

-Ellen Dixon



POWER: why you never have quite enough

Ever wondered why your absolutely knock-down perfect reasoning doesn't get results? Ever been frustrated by someone who 'never listens' or 'just doesn't get

it'? Welcome to Philosophy of Dispute Resolution 101 — your frustration is a good indicator that you have a different philosophy from the person you're dealing with. If you think you should be listened to just because you are a nice person with good ideas, but the person you're talking to thinks you don't even have a right to speak because you're just too new here, you're stuck! You think you said something vitally important — but it doesn't even register on the other person's Richter scale.

For a long time, dispute resolution theory has hoped we could settle all disputes by making sure people met face-to-face, with a process that gave everyone equal power. But it's not that simple, because there's more than one type of power to work with. Justice Institute conflict resolution materials now list eight types of power. I'll describe them here in the order in which UCFV organizational culture seems to value them:

Personal power. Are you a nice person who makes it clear you take an interest in others? We'll not only listen to you, we'll go to the wall for you, or at least work overtime for you. However, if you've made enemies, or if you are a 'my way or the highway' type, then we'll fight you tooth and nail.

Associative power. Do you have friends in high places, or in Chilliwack? If we know you have the support of respected interest groups, we must work with you.

Knowledge power. Do you know the place, and how things usually work around here? Do you know who's got keys, and what 'CCA' and 'ACC' stand for, and who can make things happen in Mission? Are you known as a reasonable person who doesn't push a particular agenda? We'll take you seriously, but we may still go our own way.

Precedent power. Is that the way we've always done things around here? (Quick, strike yet another sub-

committee to check it out.) You bet that matters to us, but it also depends on whose interest is served by continuing to do it that way. You'll need to have the right groups (see *Associative power*) on your side.

Coercive power. Can you intimidate us with your fitness level, your academic smarts, or maybe threaten our budgets or our positions? Okay, we're afraid. We're very afraid. We'll play along with you — but only up to the point where we figure out who else to appeal to or how to band together and thwart you (see *Associative power*).

Positional power. Are you in a position of real (or imagined) authority? For example, do you have signing authority for budgets or contracts? are you B Faculty? do you control computer repairs or room bookings? We'll have to butter you up if you can give us what we want — but basically we think you should listen to us anyway, because we're such nice people (see *Personal power*).

Reward power. Can you give us money? praise? a feature photo in *Headlines?* a T-shirt door prize? Nice, but we're not willing to jump through hoops just for that (unless that gives us mileage for the Fitness Challenge, of course) — because basically we think you should reward us anyway just for being such nice people (yes, *Personal power* again).

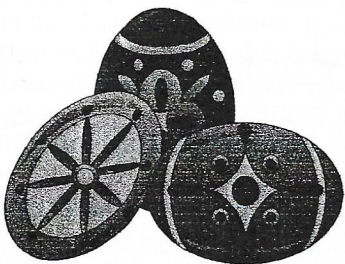
Options power. Can you do it without our help? Well, we can't stop you — but we're not going to be nearly as sure you're a nice person the next time you really do need our help.

Now that you know what the different types of power are, can you win more often? Not likely! It's like a game of Scissors/ Paper/ Rock. No kind of power always wins because everybody's ratios are a little bit different.

Oh, sure, we all THINK we personally rate *Knowledge power* tops. Aren't you sure that if you organize your words clearly and carefully, and present your reasoning calmly, you'll be listened to? And you're equally sure you're open to being convinced by anyone who talks to you calmly and reasonably.

But be honest: Aren't you usually guilty of thinking, "I'm completely rational, you are mildly confused, they're completely out to lunch?" What's reasonable depends on who says it — what you really think is, "I'm an exceptionally nice person, you're okay, and I don't like them at all." That's *Personal power* in play. Now picture yourself talking to someone who thinks, just as you do, "I'm completely rational, you are mildly confused, they're completely out to lunch," but means, "Me long-time academic B Faculty member, you merely long-time Staff, they completely ignorable newcomers who've only been here five years." Now do you see why you can't get through to each other? And to think we always imagined UCFV disputes could be resolved as long as we made sure Abbotsford always consulted Chilliwack!

-Moirra Gutteridge Kloster



NEW YEAR'S IN RUSSIA: *out with the old, in with the new?*

On New Year's Eve I was lined up outside the Arsenal Museum within the walls of the Kremlin when a high-speed procession of police and military

vehicles went roaring by and out the Oruzheynaya gate. The big limousine in the centre of the cavalcade contained Boris Yeltsin, the first democratically elected ruler in Russian history and the first to initiate serious reforms toward a market economy. In an unexpected ceremony, Yeltsin had resigned the presidency that very afternoon and turned the affairs of Russia over to Vladimir Putin at the start of the new millennium.

In a 'man on the street' interview a few days later, the English language *Moscow Times* quoted a Moscow woman as saying that she will miss Yeltsin. "He was one of us. He was a real *Muzhik*". A *muzhik* is a Russian peasant. But the word means more than this. It is a street-wise peasant, someone who appears humble, of lowly birth and education, but one who is cunning, almost deceitfully clever, adept at hiding the truth from higher authorities to his own advantage. And, in many ways, this was my general impression of the Russians in the wake of the collapse of communism in the last decade of the last century.

It is not usual for Canadians (or others) to visit Russia in the dead of winter or to choose Red Square to celebrate the New Year's Eve advent of the new millennium. But I had arranged this time to meet with Faculty from the Moscow State University School of Business, and was fortunate to receive partial funding for the trip from the UCFV professional development fund.

Having taught courses about economies making the transition from Marx to markets, I was particularly interested in the recent developments in Russian commercial life since the collapse of communism a decade ago. The conventional wisdom in the West holds that economic conditions in Russia have become chaotic, that folks there are hungry for the good old days of totalitarian rule when everyone was equally poor, but all were guaranteed a low paying job and three square

meals of cabbage soup a day. To hear commentators in the western media and academia tell it, Russians have since been plunged into a free market nightmare where the Mafia runs all the businesses, where a few are getting very rich, and the many are much poorer than they ever were under Stalin, Khrushchev, or Brezhnev.

"There are a lot of *muzhiks* in Russia," said one of my contacts at MSU. "Don't be fooled by official income figures," he cautioned. "These people have a lot more money than they let on." There are indeed many people getting wealthy in the new market economy emerging from the socialist wreckage. But the newly created wealth is not all owned by gangsters.

You see a lot of brand-new Jeep Cherokees, GM Blazers, BMW's, Volvos and Mercedes on the streets of Moscow. The private displays of wealth extend to beautiful full-length mink, fox, and sable fur coats. Russians, at least in Moscow, dress well even when visiting the museums, art galleries and cultural events with which they fill the grey, cold days of Winter. There is an underground economy based on the U.S. dollar and the Deutschmark. All transactions (legal that is) are supposed to be conducted in roubles. But officially sanctioned foreign exchange kiosks are located just about every three blocks. At an exchange rate of 270 roubles to the American dollar, the volume of foreign exchange transactions is enormous.

And the customers at the exchanges aren't just frost-bitten tourists. Most Russian families have been carefully buying up foreign money for years and hoarding those millions of American greenbacks, DM's and other hard currencies. Many are sent money from relatives outside Russia. I had dinner in the single room apartment of a retired couple in St. Petersburg. They, like most

pensioners, could not survive on the paltry state stipends they receive. But relatives in United States send them American greenbacks, which is their main source of income.

The market, which the Bolsheviks attempted to destroy over the course of seventy years, was driven underground and has now re-surfaced and is thriving in the new Russia. People buy and sell a multitude of items to survive. Income taxes, while still very low, are not yet deducted at source. Russians are supposed to pay their income taxes once a year. But in keeping with the *muzhik* tradition, everyone claims to have no money at tax time. The governments run on revenues received from the remaining state enterprises, from leases on land and buildings, from corruption and from IMF bailouts and bank loans made in the capitalist West.

Business people, academics, and government employees I talked with mentioned several economic reforms that Russia needs to enact if wealth creation is to replace *muzhik* conniving, protection rackets, and government corruption.

The Russians need to allow the sale of land. In a country boasting the largest land area in the world, the sale of its least scarce and most abundant resource is the one factor of production the authorities will not allow to be bought and sold. The other factors, including labour, capital, technology, and entrepreneurship, are readily for sale. Although private land sales were allowed in the days of the Czars, the Communist Revolution in 1917 forced almost everyone in Russia to be equally ill-housed in state owned apartment houses. These ubiquitous blocks remind one of the housing projects that do-gooders built in American inner cities at about the same time. In the largest capital city in Europe (Moscow has 12 million people)

there are virtually no single family detached houses. Combined with the fact that most people still do not own an automobile, the Russians have a lot of unreported income and very little to spend it on.

Imagine living in a high rise apartment where rents are low (often set as a proportion of income as little as 10%). Or think of being able to use a superb Metro subway system (10 rides for an American dollar), or to enjoy art and culture at token prices (\$25 U.S. for excellent seats at the Bolshoi Ballet). The downside might be not being able to own even row housing or a condo. But the result is not having any house insurance payments, mortgage, or property tax. Russians have a lot more disposable income than they let on.

But even though Russia has turned its back on communism, the Duma, Russia's Parliament, recently voted not to allow the sale of private land. Dominated by the largest single bloc, the somewhat reformed Communists, the Duma refuses to allow the sale of pieces of Mother Russia. Consequently, people are denied the ability to create wealth through land and property transactions. And, therefore, there is little in the way of furniture sales, home improvement, gardening, domestic appliances, and the myriad of consumer durables which make for a comfortable life elsewhere in Europe and North America.

Russians desperately needs a coherent and transparent body of property and commercial law. Land ownership in Russia only goes as far as leasing. The state or local authorities are the landowners in most cases. Long-term leases for 49 years are available and the lessee has the right to re-sell the plot of land. There are proposals to allow foreign investors to buy land outright from Russians who acquire land and buildings through privatization. Without property law guarantees, few foreigners are willing to risk such insecure acquisitions. Local authorities in St. Petersburg, Novgorod, and Saratov have

acknowledged the principle of private property on land, but this has stirred up a samovar of emotions among opponents.

Another reform suggested is the gradual replacement of the Cyrillic alphabet with the Latin alphabet used in the rest of Europe (with the exception of Greece, Ukraine, Serbia, Belarus, and Bulgaria). Invented by St. Cyril, a Greek monk in the ninth century, this maddeningly confusing collection of backward characters makes the Russian language all but unintelligible to the visitor. On the other hand, we met precious few people (outside the universities) who could speak English (or German, or French) and communication was therefore reduced to dangerous levels of misinterpretation. This contrasts sharply with the rest of Europe where English, French, or German is usually a second language for many, while practically everyone in business circles speaks English. At the very least, many more Russian business people need to learn English at levels approaching those in Europe or even East Asia.

Russia remains, in many ways, an underdeveloped country with a legacy of huge military, space, and government expenditures on the public side amidst private impoverishment and squalor. Russia, a country of 146 million, has a Gross Domestic Product (GDP) converted to Purchasing Power Parity (PPP) in U.S. dollars (1988) of \$593.4 billion. Canada, with a population of only 31 million, enjoys a GDP (in PPP U.S.\$1998) of \$688.3 billion. Officially, Russian per capita income is only \$4,000 a year while Canadians receive a per capita income of \$22,400 a year (PPP U.S.\$1998).

Is Russia coming apart at the seams? Is it on the brink of civil war, famine, and chaos? Not likely. The state controls passed from the *muzhik* Yeltsin to the former KGB spy Putin in a

peaceful transfer of power. The underground economy based on hard currencies continues to function. The stores are full of food and consumer items. The restaurants are full. The McDonald's are jammed with fur-coated Russians. And the motor traffic in Moscow is getting heavy. There is also a big revival in religion.

In 1931, the communist dictator, Josef Stalin, had the beautiful Moscow Cathedral of Christ the Saviour knocked down to make way for a colossal Palace of the Soviets. An order of nuns, which called the cathedral their home, refused to leave when the destruction took place. Stalin ordered the cathedral to be knocked down on top of them. Like many things in the old Soviet Union, the Palace was never actually built — the gaping hole in the ground was filled by the Moscow Swimming Pool. In 1987, Moscow local authorities had the cathedral rebuilt on its original site in time for Moscow's 850th anniversary. The cost was in excess of \$150 million U.S. Like other Orthodox churches, the cathedral is thronged with Muscovites seeking salvation for themselves and perhaps to ask forgiveness for past sins of the 'evil empire'.

The old *muzhik* ways may be on their way out in 2000. But we have yet to see the true face of the emergent Russia.

-Brian Coulter



GRADE WHINING, pt II

Not me, them. The students. Student grade whining. Oh well, all right, me too. Me whining about students whining about grades. Some years ago, it now seems, I wrote in these pages about grade inflation, it caused a stir, a major institutional governing sub-body struck a subcommittee, people commiserated in the halls, nothing happened. Now, there are still whole courses and whole programs where in order to get less than a B+ you have to decamp for Irian Jaya in the first week of the semester never to be heard from again. Meanwhile old farts like me who still think a C+ means you did pretty well, an NC means you didn't get it, and an A means you blew most of what remain of my circuits stand surrounded by angry clientele making mad faces. Let's say I thought X did pretty well and gave him a C+. What do I hear? "Professor Suchandso gave me an A only last week!" "I've never gotten below a B+ in my life!" "I'm taking six courses on top of a full-time job!" "I tried real hard on this one!" And my favorite: "I can't afford a C+. It'll hurt my GPA!"

His GPA.

I don't care if anyone reading this thinks I'm a curmudgeon. I never did, but I really don't now, because come this summer I'm outa here, gone, done, dead and buried, ready to sprout anew! I'm retiring! Richard asked me for a few last thoughts.

One of the great unassailable dogmas of this institution has always been that we are a teaching institution-and-the (you can just feel the hyphens crowding in at this point) -and-the-interests-of-my-students-always-come-first. But no, I think not. I think the interests of my students always come second—second to the interests of my discipline.

I am not talking about some facile either/or sawoff between 'research' and teaching here, where

the students always get what dregs of energy are left over after my duty to the aim of 'advancing knowledge' is served. I am talking about my duty to my discipline *in my teaching*.

I learned about this many years ago in conversation with a clergyman, of all things. Then, as often and as always and as virtually all of us do on a regular basis, I was moaning about how difficult it was to consider myself as still possessing a *heart*, in the face of so many student protestations to the contrary. "Sir! This is not my *essay* you are grading! You are attacking *me*!"

He (my clergyman friend, a man wiser than I and more full of years) said it was the same thing in his line of work. His parishioners were constantly coming up to him and demanding easy answers to the hard questions of faith, and he had come to the point in his life where he realized that the duty his own faith imposed on him was the duty to make it harder, not easier, for his flock to approach the precincts of the Lord. If he was a gatekeeper, he had as much obligation to keep people *out* as to usher them in.

Well, you can imagine my relief!

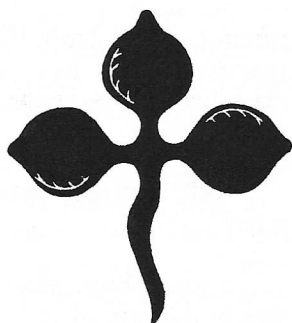
It goes I hope without saying that in the case of any individual student there is the possibility of an unjust grade and the obligation of the instructor to give the student a hearing. What I am talking about is when the pressure to go soft on grading standards comes on in *waves*.

I have heard the stories, I have seen the faces of the besieged, and even as I go to my eternal pasture I come to bring heart to those accursed of having lost theirs. That word was supposed to be 'accused', but sometimes the fingers know more than the mind can say. Sometimes students need comforting, and always students

need respect and a compassionate ear. But what differentiates a college from a high school, presumably, is that a college is a place for adults, not thumb-sucking kids. "Half Friendship is the bitterest Enmity said Los," said William Blake at the beginning of his great poem *Jerusalem*. The comforter who consistently buys peace and popularity with easy grades brings as much real comfort to the afflicted as Job's comforters brought to Job. Job had to find his own way to God, students have to find their own way to the truth. The only way to the hard truth is the hard way, and we are betraying our disciplines *and* our students if we stand at the fork directing them down the road more traveled. (I know, I know, everybody *else* is doing it!)

Take care, everybody. Keep in touch.

-Graham Dowden



BEST OF THE WURST

Here are the winners of the "worst analogies ever written" contest. (Source: Dan Heller's Homepage)

★ He spoke with the wisdom that can only come from experience, like a guy who went blind because he looked at a solar eclipse without one of those boxes with a pinhole in it and now goes around the country speaking at high schools about the dangers of

looking at a solar eclipse without one of those boxes with a pinhole in it.

★ She caught your eye like one of those pointy hook latches that used to dangle from screen doors and would fly up whenever you banged the door open again.

★ The little boat gently drifted across the pond exactly the way a bowling ball wouldn't.

★ McBride fell 12 stories, hitting the pavement like a Hefty Bag filled with vegetable soup.

★ From the attic came an unearthly howl. The whole scene had an eerie, surreal quality, like when you're on vacation in another city and "Jeopardy" comes on at 7 p.m. instead of 7:30.

★ Her hair glistened in the rain like nose hair after a sneeze.

★ Her eyes were like two brown circles with big black dots in the center.

★ Her vocabulary was as bad as, like, whatever.

★ He was as tall as a six-foot-three-inch tree.

★ The hailstones leaped from the pavement, just like maggots when you fry them in hot grease.

★ Her date was pleasant enough, but she knew that if her life was a movie this guy would be buried in the credits as something like 'Second Tall Man'.

★ Long separated by cruel fate, the star-crossed lovers raced across the grassy field toward each other like two freight trains, one having left

Cleveland at 6:36 p.m. traveling at 55 mph, the other from Topeka at 4:19 p.m. at a speed of 35 mph.

★ The politician was gone unnoticed, like the period after the Dr. on a Dr. Pepper can.

★ They lived in a typical suburban neighborhood with picket fences that resembled Nancy Kerrigan's teeth.

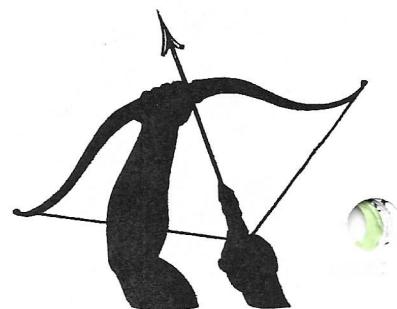
★ John and Mary had never met. They were like two hummingbirds who had also never met.

★ The thunder was ominous-sounding, much like the sound of a thin sheet of metal being shaken backstage during the storm scene in a play.

★ His thoughts tumbled in his head, making and breaking alliances like underpants in a dryer without Cling Free.

★ The red brick wall was the color of a brick-red Crayola crayon.

★ Bob was as perplexed as a hacker who means to access T:\flw.quid55328.com\aaakk/ch@ung, but gets T:\flw.quidaakk/ch@ung by mistake.



NOTES & NOTICES

Letter of Agreement

between University College of the Fraser Valley (UCFV) and
the University College of the Fraser Valley Faculty and Staff Association (FSA)

Re: On-line Courses

In the spirit of collegiality between the UCFV and the FSA, the parties agree to the following regarding the development and delivery of on-line courses:

1. The University College will not sell any on-line courses developed at UCFV to any third party.
2. On-line courses developed to fulfill the CanLearn contract will be developed by FSA members only. In the unlikely event that in exceptional circumstances special expertise is required that cannot be provided by FSA members, the College will not hire or contract with any individual or company without first obtaining the agreement of the FSA.
3. All courses shall be taught and delivered by FSA members.
4. The current collective agreement provisions shall apply to the development and delivery of on-line courses unless altered by mutual agreement of the parties.
5. Faculty who develop on-line courses will be provided sufficient release time to complete the course development work. Release time will be provided during the current term, or upon the request of the Faculty member, can be banked for a future term. Course development shall not be considered as an overload for any Faculty member without the expressed agreement of the parties to this agreement.
6. The project coordinator shall report monthly to the TLC committee on _____.
7. The FSA and UCFV will review the CanLearn project in its entirety every six months until its termination.
8. The College and the FSA agree to review the copyright and intellectual property rights of the College and the FSA members to establish a mutual understanding and equitable arrangement for both parties within the terms of the Collective Agreement.

F S A ANNUAL GENERAL MEETING

WEDNESDAY, 3 MAY 2000

3.00 - 5.00 pm

THEATRE, CHILLIWACK CAMPUS

Social to follow

Something you should know...

"Investigator is a security program that monitors and reports all computer activity. Investigator records date, time started, time elapsed, program captions, *and keystrokes* — providing an accurate picture of usage on the monitored computer. Investigator can monitor all activity, selectively exclude particular programs from the log, or monitor only selected programs. The days and times to enforce monitoring activity can also be specified. The information is presented in a highly configurable report that can be easily searched, exported, and printed. Other features include password protection and a stealth mode that allows the program to run invisibly.

Investigator's unique ability to invisibly monitor and *record keystrokes* in the context of computer activity make it ideally suited for the investigative needs of law enforcement, government, business, and private individuals.

'Stealth Email' lets Investigator silently email the compressed data to the address of your choice as a standard attachment."

Ed. These are excerpts from a company blurb off the Net— the emphasis is mine. Isn't this handy software? Big Brother will now be able to re-create all the text you composed, even after you've erased it.



About CIEA

The College Institute Educators' Association of B.C. was formed in 1980 to provide Faculty at colleges and institutes with a collective voice. CIEA is the successor organization to the College Faculties Federation (1974-1980).

Our member locals now represent 7,000 Faculty and Staff at most post-secondary institutions in the province. We believe that quality working conditions and quality learning conditions go hand in hand.

CIEA provides valued support to locals on labour relations issues including assistance in contract negotiations and defense of members' rights in grievances, arbitrations, courts and tribunals.

CIEA's constitution states that its purposes are:

1. To foster and promote the objectives of post-secondary education in B.C. colleges and institutes.
2. To improve the economic and professional welfare of post-secondary educators by organizing, providing assistance and support.
3. To foster effective communication and cooperation between members and with other constituencies within colleges and institutes.
4. To work with other groups concerned with post-secondary education to create an environment which will better serve provincial and community needs.
5. To act as the voice for member associations on matters of provincial or national scope, while recognizing the need to preserve the authority of members in matters of local concern.
6. To seek effective representation on all relevant bodies dealing with policies affecting colleges and institutes.
7. To encourage inter-institutional cooperation, rather than competition, among Faculty and between Faculty associations in post-secondary education.
8. To provide support, including strike/lockout defense fund and a dispute policy, to achieve satisfactory resolution of disputes.
9. To foster cooperation between members in matters of professional development activities.
10. To facilitate an exchange of information on economic welfare among members, and to provide assistance to member organizations in collective bargaining and contract administration.
11. To regulate relations between employees and employers, including, but not limited to, the right to bargain collectively on behalf of the employees within the jurisdiction of the union.

CIEA devotes significant resources to putting forward our policies to decision-makers, the public and the media. Our representatives meet regularly with provincial government Ministers, Ministry officials, and opposition MLAs.



FSA NOMINATION FORM

ELECTION OF OFFICERS

YEAR 2000/2001

Nominations shall be open until the Annual General Meeting & shall close at the Annual General Meeting.

POSITIONS TO BE FILLED:

President
Past President
First Faculty Vice-President
First Staff Vice-President
Second Faculty Vice-President
Second Staff Vice-President
Recording Secretary
Treasurer
Contract Chair
Communications Chair
Grievance Chair (Faculty)
Grievance Chair (Staff)
Professional Development Chair
Agreement Chair
Occupational Health & Safety Chair

CIEA Reps Non-Regular Employees, Status of Women, Human Rights

.....
I NOMINATE _____

FOR THE POSITION OF _____

(name and signature of NOMINATOR)

(date)

I ACCEPT THE NOMINATION _____

(signature of NOMINEE)

Please complete and forward to the FSA Office, Abbotsford campus.

